

employers and employment opportunities. Partners of the One-Stop delivery system, the North Dakota energy industry and the Bismarck Public School District jointly sponsor the Energy Education and Career Awareness Program to inform and educate individuals about the energy industry in North Dakota and to create awareness about career opportunities in North Dakota's energy industry.

I. Strategies to Identify State Laws, Regulations, Policies That Impede Successful Achievement of Goals and Strategies

Through the North Dakota Workforce Development Council and the partner State agencies, we are identifying State laws, regulations, and policies that impede our goals of electronically linking the workforce system, providing a common intake and case management system, and supporting Common Measures Reporting and Accountability.

Those barriers that can be resolved with Memoranda of Understanding or policy changes will be addressed in that manner. Where State law is the barrier, the Governor's Office and the State Legislature will be made aware of the issues and appropriate legislative measures will be introduced.

J. WIA for Waivers and the Option to Obtain Approval as a Workflex State

North Dakota is requesting the following waivers as separate attachments:

- Continue postponement of the implementation of the subsequent eligibility process for Eligible Training Providers as described in the Workforce Investment Act, Section 122 (c)(5). This waiver relieves the burden of subsequent eligibility requirements from many training providers, helping to ensure continued program participation by training providers.
- Change the data validation requirements on adequate source documents to be used to validate certain components of eligibility to allow use of the random sample method of eligibility verification that was established by TEGL 12-01, Attachment C. This waiver would allow efficient use of scarce resources while still maintaining appropriate controls and accountability. Methods, such as sampling that reduce the documentation burden, are acceptable alternatives to individual documentation.
- Remove the requirement for competitive procurement of training providers for the youth program. This waiver would improve youth services by increasing customer choice in accessing training opportunities in demand occupations, increasing the number of training providers, providing greater flexibility in securing training providers, promoting better use of training providers in rural areas, and eliminating duplicate processes for training providers.

Under Consideration

- Change the data validation requirements on adequate source documents to be used to validate certain components of eligibility to using the random sample method of eligibility verification that was established by TEGL 12-01, Attachment C. This waiver would allow efficient use of scarce resources while still maintaining appropriate controls and accountability. Methods, such as sampling that reduce the documentation burden, are acceptable alternatives to individual documentation.
- Change the 50 percent employer match for customized training to a match based on a 10 to 50 percent sliding scale. The waiver would improve the ability to work with the private sector and respond quickly to changes in their local workforce development areas. The waiver would provide increased flexibility for design and control of training programs. We would also be better able to help employers equip workers with relevant job training.
- Eliminate the percent limitation on transfer of funds between the Adult and Dislocated Worker programs, allowing unlimited transfers of funds between these two programs. This waiver would ensure that the critical workforce needs of the local communities are met, improve the ability to respond to changes, increase control of program delivery and provide greater flexibility in designing and implementing WIA programs.
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- Expand the WIA low-income definitions to include those eligible for free or reduced lunch under the National School Lunch Program and youth leaving the juvenile justice system. This waiver would reduce eligibility documentation requirements that may exclude eligible at-risk youth from WIA services, in part because documentation to verify eligibility is often difficult to obtain and verification is resource intensive.
- Expand the out-of-school definition of the Workforce Investment Act to include youth enrolled in alternative schools, students at risk of dropping out, foster youth, youth aging out of foster care and youth leaving the juvenile justice system. Serving out-of-school youth is a priority. This waiver would expand that definition to youth who are at risk of dropping out of school. Businesses are more likely to become engaged with out-of-school youth under this expanded definition. Expanding the definition of out-of-school youth will also allow this at risk group to continue to access WIA services, which often encourages them to stay in school. Using the broader definition for court-involved youth and allowing foster care youth to qualify under the out-of-school youth category would create incentives and reduce barriers to assisting these hard-to-serve populations.

D. Performance Management and Accountability

North Dakota has established an automated customer tracking and reporting system to monitor activities and employment outcomes for all participants. Individual customers

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